

## SAYS THERE IS NO LABOR SHORTAGE

Writer Declares More Effective Use of Available Workers Is Needed.

### ORGANIZATION IS LACKING

Immediate Action on Part of Government Is Necessary to Bring Order Out of Chaos, It Is Asserted.

Organization of the labor market is the essence of the employment situation. How to use more effectively the available labor rather than how to increase the labor supply is the question, according to a writer in One Hundred Per Cent, a Chicago periodical. He does not believe there is a shortage of labor.

Further discussing the situation, this writer says: "Every employment office is besieged by a mass of skilled as well as unskilled labor seeking employment. Further, we are still following the old and unscientific and immensely unprofitable method of taking each other's employees—agents from one factory doing war work trying to hire away employees in another. We are going straight ahead regardless of the fact that the labor turnover of the average factory is running from 100 to 1,000 per cent. We are still lacking in the co-operation that arranges seasonal employments, and the idle seasons of one industry are not connected with other rush seasons."

"Investigation shows that the war has made little or no change in the estimate of 10 per cent of skilled and 20 per cent of unskilled workers who are voluntarily unemployed every day changing jobs, looking for jobs or 'laying off.'"

"Our governmental departments lack organization in their conduct of work relating to the war. Each department, thinking its work most important, is establishing a reserve of men. The governmental labor exchange system in this country consists of some 63 combination federal-state-municipal agencies, scattered and with limited funds, loosely affiliated with 100 or more state and municipal agencies and competing with 5,000 agencies charging fees, long established in business, speaking various languages. Without regulation and defined rules of competition it cannot organize the labor market successfully."

"But, unfortunately, the condition is not limited to private agencies and individual employers but hundreds of philanthropic agencies muddle the situation still further."

"In view of these unorganized conditions, is it any wonder that we are lamenting the shortage of labor? What we need is immediate action to bring order out of existing chaos. We must see that justice prevails between industrial plants, between governmental departments seeking men, between the men and women seeking work. It is absolutely essential to win the war that the industries that have priority of material have priority of men and that other industries have an equitable division of the remainder. To bring this about immediate action on the part of the government is needed."

### IN REALM OF LABOR.

Because of their knowledge of French and English four Montreal (Canada) telephone operators have been engaged by the United States government to go to France to run military exchanges.

Miss Caroline Manning of the Minnesota state labor bureau claims that women who have replaced men in war work do from 50 to 75 per cent more work than the men.

Jewelry workers at Toronto are making splendid progress, and the officers say they will have a 100 per cent organization in a short time.

A report of the state industrial accident commission says there were approximately 100,000 industrial injuries in California during 1916.

The International Union of United Brewery and Soft Drink Workers is assisting local unionists in organizing cereal mills in Peoria, Ill.

A city ordinance has been passed at Orange, Tex., which provides that all contract work for the city shall be done by union labor.

Officers of the Retail Clerks' International Protective association report that 80 charters have been issued during the last 12 months.

The Chicago Vacant Lot association hopes to see a quarter of a million food-producing gardens in the Windy City this year.

Over \$10,000,000 has been distributed among workmen under the bonus plan of the Du Pont Powder company in the last ten years.

Spain will establish at Barcelona a permanent exposition, international in character, of the textile industry and its branches.

Toronto (Canada) metal spinners and soft metal workers have organized a union and will affiliate with the international.

St. Louis (Mo.) organized wood workers are asking for 50 cents an hour and an eight-hour day, effective April 1 next.

Large numbers of rubber workers are joining the Akron (Ohio) Rubber Workers' union, affiliated with the A. F. of L.

## MUST PREPARE FOR PEACE

United States Will Face Gigantic Revolution of Industry at the Conclusion of the War.

Two, three, four, or even five million men may be withdrawn from occupations in the United States for military operations in France. Five millions may seem to be an extravagant estimate to us now, but the government wisely establishes no maximum in its plans. Men must be taken until enough have been sent to win the victory the United States must have, says an editorial writer in the Chicago Tribune.

As men are taken in greater numbers the war industries behind them must grow in extent, scope, and power. Already such industries have broken down many normal industries, and as the military force of the nation is developed the substitution of war industry for normal industry, of war occupation for normal occupation, will increase.

Here again it would be unsafe to estimate the number of men and women who will be transferred from the work they were doing in peace times, from work to which they must return in peace time.

Peace, when it comes, will bring with it a gigantic revolution of industry. The situation will be one in which a new order will struggle for establishment. Industries converted to war purposes must be reconverted for peace purposes. Great industries which have been built up in the war emergency will not be needed. And into the complications arising out of the shifting and shutting down of industries the millions of soldiers and the millions of war workers will be thrown.

The United States must prepare against it. The system must be ready to take up the returning stream of workers. Conditions can be foreseen and there must be provision. We precipitate ourselves into most expensive, dangerous difficulties by not preparing for the war ideal. If there were any excuse for that it must be found in our explanation that we are not a military nation and cannot think with military caution and prudence.

But we claim to be an industrial and commercial nation, and if we precipitate ourselves into an expensive and dangerous ordeal of peace it will be without excuse. We may reconcile ourselves to the mishaps and sufferings brought upon our soldiers because of the lack of military foresight and reconcile ourselves with the explanation that we are not trained to military wisdom, but we certainly shall have difficulty in reconciling ourselves to conditions in industry which produce suffering for the men who come back from France and the men who have been in war industries.

## UNION HIT HARD BY WAR

Organization of Merchant Seamen Supplies More Than Any Other in World.

Probably there is no union in the world that has suffered more from the war than the union which acknowledges Mr. Wilson as its leader, the Toronto Mail and Empire observes. It is made up of the men who take the merchant ships across the Atlantic and through the seven seas, who face the submarine menace, who have perished by the thousands that the seas may be kept open and the people of the British Isles be fed. It is this union that is made up of such men as those who manned the Tuscania and who 48 hours after the vessel was torpedoed had returned to a British port and were ready to ship immediately. The heroism of the merchant seamen of Great Britain can never be sufficiently extolled. They have a harder task than the men in the navy. They are not commonly recognized as fighting men; they are classified as laborers or workmen. If there is a union in the world that has earned a Victoria cross it is this union. But for the patriotism and courage of its members the submarine crusade would have succeeded before now. Yet it has been left for other bodies of workmen, far removed from the firing line and the imminent peril of death, to embarrass the government by demands for increased pay and political recognition. If all the unions in the British Isles were like the seamen's union the kaiser would take less joy in them.

### OF INTEREST TO LABOR.

At the biennial convention of District No. 5, United Mine Workers, at Pittsburgh, it was stated that 76 new locals have been established and 52 coal companies unionized in the district.

Dominion Coal company of Nova Scotia and its miners have reached an agreement upon a wage increase of about 17 per cent.

It is understood that the United Brotherhood of Carpenters will accept the open-shop principle in United States ship yards.

Kingston (Canada) Carpenters' union has decided to increase the minimum rate of wages from 45 cents to 50 cents an hour.

California employers have dropped their demand for the importation of Chinese labor and are now asking for Mexican peons.

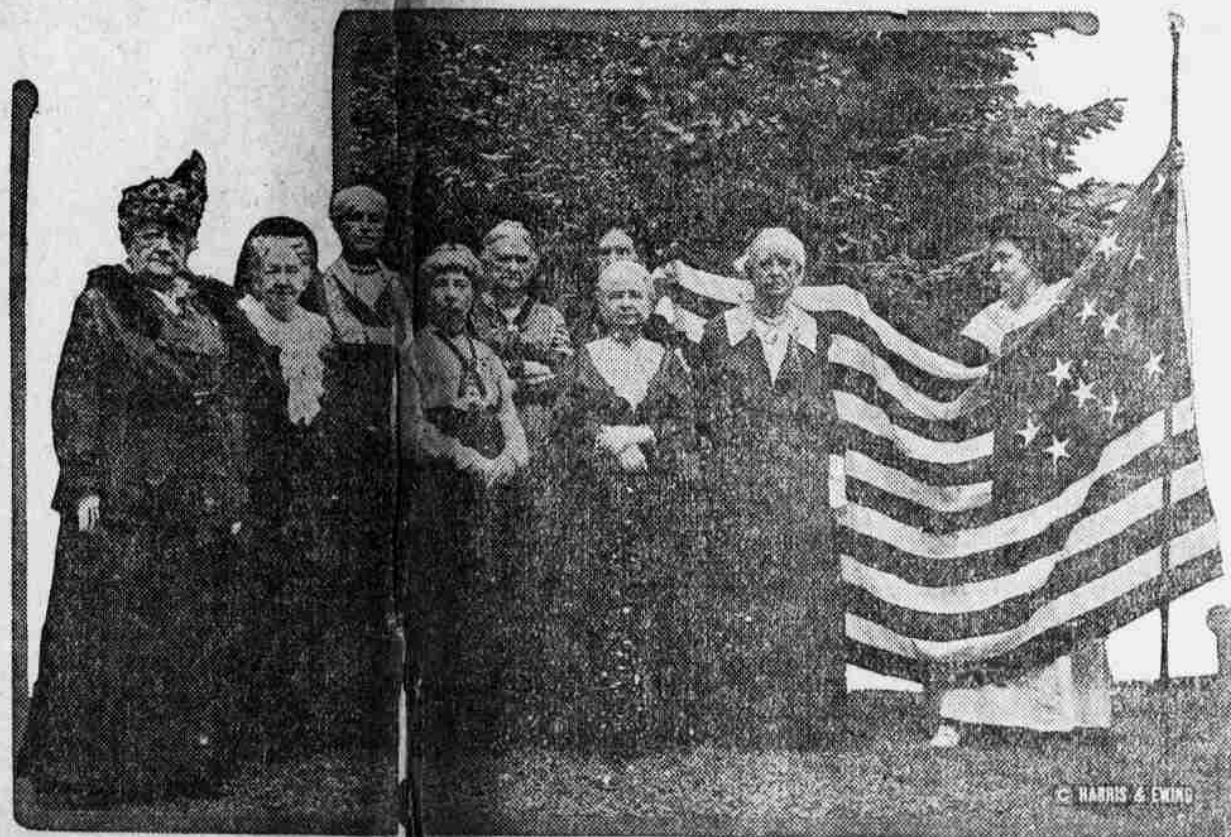
San Diego (Cal.) Painters' union has secured an agreement which establishes a minimum rate of \$5 for an eight-hour day.

In the British munition factories it has been proved that five women are doing the work which it formerly took six men to do.



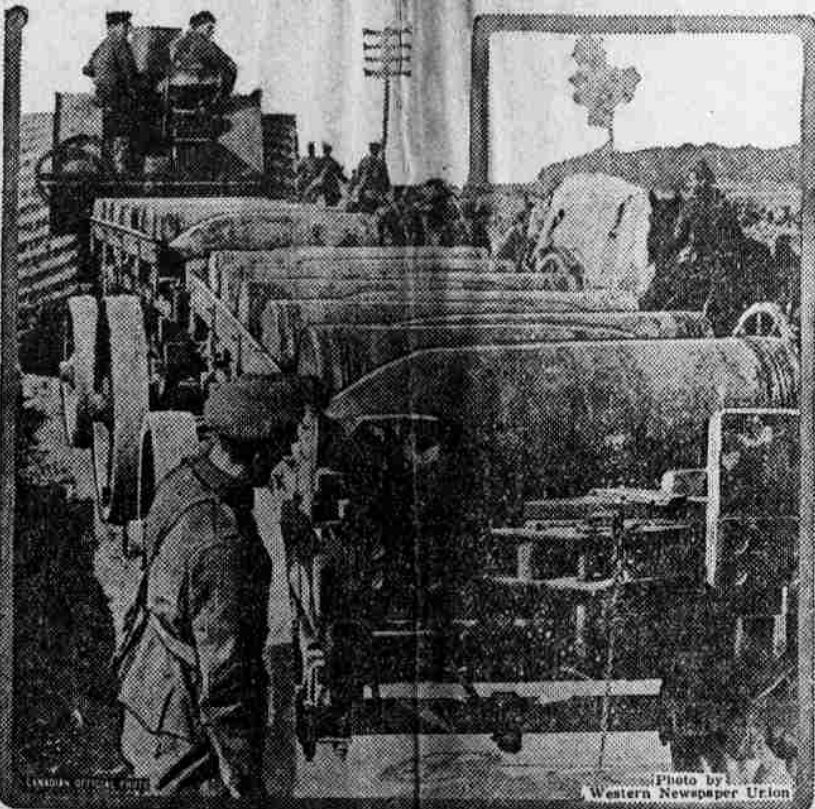
1—French women carrying camouflaged burlap woven in mesh wire to be shipped to the front. 2—American infantry re-enforcements moving over a concrete aqueduct on their way to the front in the Cantigny sector. 3—Mrs. L. S. Higbee, chief of the American navy nurse corps.

## REAL DAUGHTERS OF THE WAR OF 1812 IN WASHINGTON



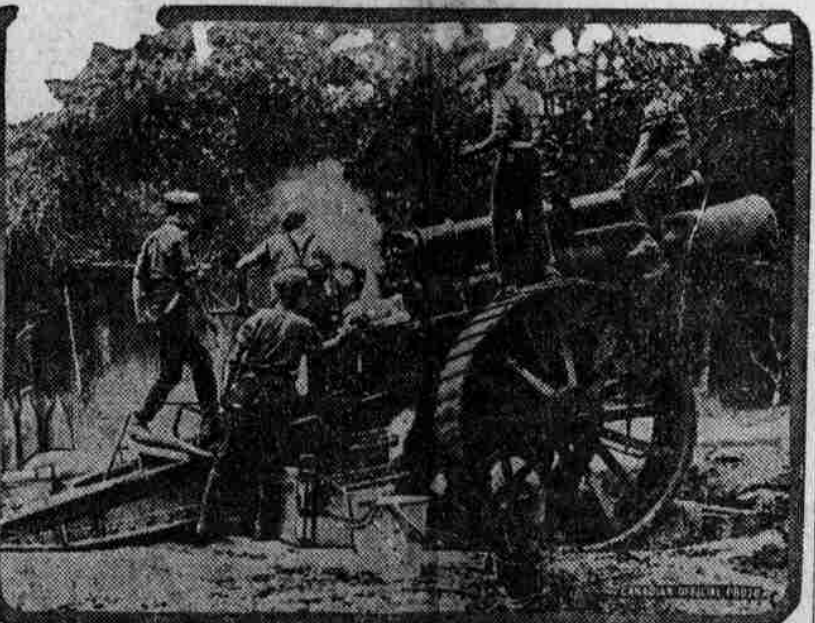
All the women in this photograph, with the exception of the one holding the flag, are daughters of men who fought in 1812. The flag they made to mark the work in the present war. The setting of the picture is the garden of the old "Octagon House," the historic Washington residence built by Col. John Tayloe of Virginia, occupied by President Madison, and the house in which the treaty of Ghent was signed at the close of the War of 1812. From left to right, the women are: Mrs. Noble Newport Bates, third national vice president Daughters of 1812; Mrs. Mary Olivia Simpson Yeatman, Mrs. Mary Nelson Jackson, Miss Charlotte Pendleton, Miss J. Estelle Richardson, Mrs. Rachel Polk Horn, Mrs. Kate Kearney Henry, Miss Virginia Byrd Jones and Miss Mary Hungerford.

## HAULING SHELLS FOR THE BIG GUNS



These five-foot shells are being hauled to a Canadian dump, whence they will be fed to the Huns on the west front.

## HEAVY CANADIAN HOWITZER IN ACTION



Canadian gunners are kept busy feeding this heavy Canadian howitzer that is here shown in action.

## OLD METAL FOR WAR STAMPS



Mrs. Frank A. Vanderlip, whose husband is a "dollar-a-year" man serving Uncle Sam, is smashing up heirlooms of gold and silver at the new metal market established in New York city. After she gets through vigorously pounding the metal, it will be melted and assayed. Then the government will send the original owner the equivalent of the bullion value in War Savings stamps. If you have any old gold, silver or platinum around now is the time to put it to work for Uncle Sam. Send it in to the metal market and it will soon be converted into War Savings stamps.

### A Poet's Inspiration.

Sir Joshua Reynolds, who was a great friend and admirer of Goldsmith, came upon him unexpectedly one day when he was writing "The Traveler." Sir Joshua approaching the door, heard Goldsmith discoursing most earnestly as if delivering a sermon. Entering, the artist friend found the writer lecturing a little dog which was trying to balance himself on his hind legs. Looking over Goldsmith's shoulder, Sir Joshua found that the ink of the last line of "The Traveler" was still wet, indicating that a dog may be an inspiration to a poet.

## TENNESSEE HAPPENINGS

Interesting News Gathered From Various Places in the Volunteer State

Nashville.—A telegram from Washington received by the federal food administration of Tennessee announces that the advance of freight rates on June 24 will, in justice to the farmer, necessitate an advance in the price of wheat at the principal Mississippi valley and eastern terminals of a few cents a bushel. The advance will be worked out so as to equalize as far as may be possible the loss that the farmer would otherwise incur through the increase in rate. Details of rate advances will probably be known June 25, at which time a committee of traffic experts will meet in Washington to consider what actual advance is necessary in compensation.

Mrs. John Hill Eakin was unanimously chosen president of the state board of charities at the annual meeting of that body held at the capitol. Mrs. Eakin is the first woman ever appointed as a member of the state board. She is now serving her second term, being only recently reappointed by Gov. Rye.

Bush Campbell and Pete Shipp, two of the three desperate convicts who escaped from the Tennessee penitentiary, were arrested by a deputy United States marshal on a train at Cookeville. They were taken without any trouble.

The office of Maj. Rutledge Smith has sent to all local boards throughout the state a letter calling for 726 men with grammar school education to volunteer for training at the University of Tennessee.

A campaign for the Americanization of aliens in Tennessee will be commenced immediately by the state committee on Americanization appointed at a recent conference in Washington.

No general republican primary election will be held in Tennessee this year. This announcement was made by John Overall, chairman of the republican state executive committee.

Baltimore, Md.—The first admission of members of the new fourth class of midshipmen took place at the naval academy at Annapolis when the initial detail of candidates who had been accepted physically by the medical board were sworn in by Rear Admiral Eberle. There were 27 boys in the detail, all of whom at once reported for the issue of their outfit and supplies. Those from Tennessee are: Russell S. Wilkinson of Memphis, Carlton C. Dickey of Johnson City, John R. Nestor of Nashville and Melish M. Lindsay, Jr., of Ripley.

Memphis.—Thirty-nine army motor trucks and 180 men, composing an ammunition train, passed through, en route bound.

Memphis and Shelby county exemption boards have received instructions from the provost marshal, Gen. Crowder, for the re-examination of questionnaires and searching investigation of registrants who have been granted deferred classification.

All alien German women in the city of Memphis will be required to register in person at the central police station before June 26, in compliance with a proclamation issued by the president of the United States.

Beefsteak has now become a Saturday delicacy in Memphis, and roast beef may be had only one day in the week. Such is the edict of the food administration officials.

Harriman.—Thomas Mincey and his five-year-old son were drowned in the Emory river near here. The father went to the rescue of the boy, who stepped off a ledge. The father's foot caught on a root when diving and he drowned with his child in his arms.

Trezevant.—A number of teachers for the next session of the Trezevant high school have been elected by the school board of this city. Prof. Edwards has been re-elected for the ninth term as superintendent of the school.

Covington.—On the 18th July 200 active members of the Memphis district of the Epworth League gathered here for the annual conference of that association, the meeting being held in the First Methodist church.

Knoxville.—Eli C. Swaggs, aged 65, died here. Mr. Swaggs was one of the best known men in official life in East Tennessee. He had served as chairman of the Knox county court and county trustee and deputy clerk and master and at the time of his death was chairman of the county revenue commission.

The seventeenth annual session of the summer school of the south opened at the University of Tennessee June 18, with one of the most attractive programs of studies and lectures that has ever been arranged for the institution.

The sale of sugar, except for canning and preserving purposes, is to be limited to two pounds at a time to householders in the country.

The hottest weather of the summer was broken here when a violent electrical, wind and rainstorm broke and raged for three-quarters of an hour.